

108TH CONGRESS  
2D SESSION

# H. R. 4256

To amend the Fair Labor Standards Act of 1938 to provide for an increase  
in the Federal minimum wage.

---

## IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2004

Mr. GEORGE MILLER of California (for himself, Mr. WAXMAN, Mr. OWENS, Mr. LYNCH, Mr. MICHAUD, Ms. LINDA T. SÁNCHEZ of California, Ms. LEE, Mr. HOFFEL, Mr. MORAN of Virginia, Ms. SLAUGHTER, Mr. ABERCROMBIE, Mr. SERRANO, Mr. DELAHUNT, Ms. DELAURO, Ms. SOLIS, Mr. SHERMAN, Mr. MATSUI, Mr. TIERNEY, Mr. MENENDEZ, Mr. BACA, Ms. WATSON, Mr. LANGEVIN, Mr. CROWLEY, Mr. ACKERMAN, Ms. MCCOLLUM, Mr. BERMAN, Mr. INSLEE, Mr. VAN HOLLEN, Mr. EVANS, Mr. WYNN, Mr. KUCINICH, Mr. NADLER, Ms. CORRINE BROWN of Florida, Mr. DICKS, Mr. GONZALEZ, Mr. HINCHEY, Mr. BROWN of Ohio, Ms. KILPATRICK, Mrs. JONES of Ohio, Ms. MCCARTHY of Missouri, Ms. NORTON, Ms. WATERS, Mr. KLECZKA, Mr. CUMMINGS, Mr. COSTELLO, Mr. RANGEL, Mr. WEINER, Ms. WOOLSEY, Mr. GRIJALVA, Mr. DAVIS of Illinois, Mr. ISRAEL, Mr. KENNEDY of Rhode Island, Mr. GUTIERREZ, Mr. BISHOP of New York, Ms. CARSON of Indiana, Mr. ALLEN, Mr. RYAN of Ohio, Mr. RODRIGUEZ, Mr. UDALL of New Mexico, Mr. OLVER, Mr. OBEY, Mr. FRANK of Massachusetts, Mr. STARK, Mr. SANDERS, Mr. CAPUANO, Mr. HINOJOSA, Ms. LOFGREN, Mr. KILDEE, Mr. ANDREWS, Mr. HOLT, Mr. GEPHARDT, Mr. HONDA, Mr. SABO, Mr. MEEHAN, Ms. BALDWIN, Mr. WU, and Mr. MEEKS of New York) introduced the following bill; which was referred to the Committee on Education and the Workforce

---

## A BILL

To amend the Fair Labor Standards Act of 1938 to provide  
for an increase in the Federal minimum wage.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Fair Minimum Wage  
5       Act of 2004”.

6       **SEC. 2. MINIMUM WAGE.**

7       (a) IN GENERAL.—Section 6(a)(1) of the Fair Labor  
8       Standards Act of 1938 (29 U.S.C. 206(a)(1)) is amended  
9       to read as follows:

10               “(1) except as otherwise provided in this sec-  
11       tion, not less than—

12                       “(A) \$5.85 an hour, beginning on the 60th  
13               day after the date of enactment of the Fair  
14               Minimum Wage Act of 2003;

15                       “(B) \$6.45 an hour, beginning 12 months  
16               after that 60th day; and

17                       “(C) \$7.00 an hour, beginning 24 months  
18               after that 60th day;”.

19       (b) EFFECTIVE DATE.—The amendment made by  
20       subsection (a) shall take effect 60 days after the date of  
21       enactment of this Act.

1 **SEC. 3. APPLICABILITY OF MINIMUM WAGE TO THE COM-**  
2 **MONWEALTH OF THE NORTHERN MARIANA**  
3 **ISLANDS.**

4 (a) IN GENERAL.—Section 6 of the Fair Labor  
5 Standards Act of 1938 (29 U.S.C. 206) shall apply to the  
6 Commonwealth of the Northern Mariana Islands.

7 (b) TRANSITION.—Notwithstanding subsection (a),  
8 the minimum wage applicable to the Commonwealth of the  
9 Northern Mariana Islands under section 6(a)(1) of the  
10 Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1))  
11 shall be—

12 (1) \$3.55 an hour, beginning on the 60th day  
13 after the date of enactment of this Act; and

14 (2) increased by \$0.50 an hour (or such lesser  
15 amount as may be necessary to equal the minimum  
16 wage under section 6(a)(1) of such Act), beginning  
17 6 months after the date of enactment of this Act  
18 and every 6 months thereafter until the minimum  
19 wage applicable to the Commonwealth of the North-  
20 ern Mariana Islands under this subsection is equal  
21 to the minimum wage set forth in such section.

○